



Diversity Jobs Group
Newsletter

As we welcome the refreshing arrival of April, let's not forget it also marks Stress Awareness Month here in the UK, with prioritising mental wellbeing in the workplace.

*

We are thrilled to welcome some new partnerships, thank existing partnerships and introduce another community group.

*

We are also expanding our customer spotlight feature to two customers per month as this section has proven to be more popular than first anticipated, we are also changing the headline title from Customer Spotlight to Partnership Feature, we feel that it is a partnership rather than just a customer/supplier relationship.

*

This month we are pleased to shine a light on Pick Everard, showcasing their commitment to diversity and inclusion and who have recently entered their second annual subscription with Diversity Jobs Group.

*

We are also pleased to feature the impactful community group; Waythrough, and we provide a mini feature on Berkley Healthcare, highlighting innovative approaches.

*

Lastly, be sure you mark your calendars for notable dates this April.





Stress Awareness Month



The Importance of Stress Awareness Month

As we observe Stress Awareness Month this April, it is important to take a moment to reflect on the significance of managing stress in our daily lives. Stress is a natural response to challenges, but chronic stress can have detrimental effects on both our mental and physical health.

Understanding stress and its sources is the first step towards effective management. By recognising our stress triggers - whether they are work related pressures, personal challenges, or health concerns - we can develop strategies to cope more effectively. Techniques such as mindfulness, regular exercise, and connecting with loved ones can mitigate the adverse effects of stress.

This month encourages us to prioritise our well-being and engage in stress reducing activities. Taking the time to practice self-care, set realistic goals, and maintain a balanced lifestyle is crucial.

High levels of stress can lead to decreased levels of concentration and increased errors. Chronic workplace stress can result in burnout, characterised by emotional exhaustion, cynicism, and reduced performance.

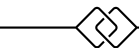
Workplace stress contributes to anxiety and depression and is linked to various health issues, such as heart disease, and increases the risk of high blood pressure.

By managing stress effectively employees can enhance their physical and mental health and help create a more positive work experience, whilst increasing employee retention.





Partnerships



Diversity Jobs Group would like to extend a warm welcome to our newest partnerships and we look forward to working together over the coming twelve months.

Bedfordshire Fire and Rescue Service

Alder Hey Children's Charity

King's College London

The Gym Group

Field Sales Solutions

Covea Insurance

Reckitt

Aster Group

We would also like to thank some of our loyal partnerships for their ongoing support and we look forward to what we can achieve together during the next twelve months of our partnership.

Calisen Group

University of Salford

Blue Light Card

Haven

Starling Bank

Jewish Care

Greencore

Royal Opera House

The British Museum

South Gloucestershire Council

East of England Co-op

Stroud District Council

Saga PLC

Pick Everard





Celebrations



Celebrating Ben Soar's 2-Year Anniversary with Diversity Jobs Group

This month, we proudly celebrate Ben Soar's two-year anniversary with Diversity Jobs Group. Since joining the company, Ben has demonstrated strong determination in helping us to create inclusive and equitable job board platform for all. His dedication, passion, and unwavering commitment to both the company and our partnerships have made a lasting impact.

Ben's vision has not only helped Diversity Jobs Group grow but have also strengthened our relationships with businesses and job seekers alike. He consistently goes above and beyond to ensure that organisations find top diverse talent, while candidates feel supported and empowered throughout their job search.

Beyond his professional achievements, Ben is a valued team member known for his integrity, enthusiasm, and willingness to support colleagues. His ability to inspire those around him and his dedication to making a real difference in the job market set him apart.

On this milestone, we want to express our deepest gratitude to Ben for his hard work and dedication. His contributions continue to shape Diversity Jobs Group into a company that truly champions inclusion, opportunity, and success for all.

Congratulations, Ben, on two incredible years—we look forward to many more!

Joe Sweeney - CEO





Partnership Feature



PICK
EVERARD

About Pick Everard

About Pick Everard Pick Everard is a national multidisciplinary consultancy company that provides innovative solutions in architecture, engineering, and project management. With a commitment to sustainability and community engagement, Pick Everard strives to deliver high-quality results that meets clients diverse needs. Their mission is to 'Deliver Better Together' and they achieve this by encouraging a diverse, welcoming workplace for their people, clients and colleagues. Pick Everard works hard to create an environment where everyone is encouraged to bring their best authentic self to work every day.

Our vision and values At Pick Everard our ambition is to be people centred and create inspiring careers for exceptional people. We are committed to building a collective culture, bringing everyone together under 'one firm,' driving inclusivity and celebrating diversity at all levels. We've created a sense of belonging that sits at the heart of everything we do, underpinned by our four core values:—

- Being Professional
- Being Compassionate
- Being Driven
- Being Positive



We take an agile approach to our workplace practices to ensure we attract and retain the best talent. We recognise the value diverse appointments make and we've been driving change through a well-shaped people strategy to ensure everyone can access the best opportunities at Pick Everard.

Diversity
JOBS GROUP

Helping you attract & recruit a *truly diverse workforce*.
10 Job Boards | Unlimited postings | 1 Fixed Price
www.diversityjobsgroup.com



JOBS4 *Dad*

JOBS4 *Ethnicity*

JOBS4 *Mum*

JOBS4 *Disability*

JOBS4 *Social Mobility*

JOBS4 *Over Fifties*

JOBS4 *Gender Neutral*

JOBS4 *LGBTQ+*

JOBS4 *Neuro Diversity*



Partnership Feature Continued



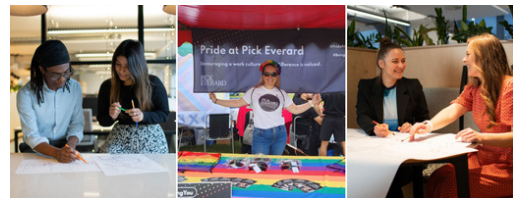
PICK
EVERARD

What we do

We have honed our specialist expertise, developing our skilled professionals to work across public and private sectors. We deliver inspiring and efficient projects, from small school extensions to much larger well-known brands and large infrastructure projects. Together, we deliver services in Architecture, Civil & Structural Engineering, Cost Management, Building Surveying and Project Management to name but a few. For every challenge our clients bring us, we have the skill, resources and imagination to resolve it. You'll be joining a team of design and management professionals who work collaboratively together, to create a bespoke integrated service focused on the needs of every client we support. The work we do is incredibly diverse and rewarding and it brings with it an immense sense of pride. We have career opportunities across all our disciplines at all levels, from apprenticeships and graduate opportunities to experienced hires and leadership roles. Our Practice is growing, and we're seeking new talent to join and contribute to our journey.

Our commitments also include:

- Our 'women in leadership' forum
- Our diversity champions who work with us to drive change
- A strong commitment to Health, Safety & Wellbeing Supporting and sponsoring Pride and the LGBTQIA+ community
- Disability Confident Employer Mental Health First Aider employer
- Armed Forces Covenant – Employer Recognition Scheme Bronze Award
- Social Mobility Pledge
- Menopause Pledge
- Investors in People Silver Accreditation
- Association of Consulting Engineers People First Charter signatory



<https://diversityjobsgroup.com/pick-everard>

Diversity
JOBS GROUP

Helping you attract & recruit a *truly diverse workforce*.
10 Job Boards | Unlimited postings | 1 Fixed Price
www.diversityjobsgroup.com



JOBS4 *Dad*

JOBS4 *Ethnicity*

JOBS4 *Mum*

JOBS4 *Disability*

JOBS4 *Social Mobility*

JOBS4 *Over Fifties*

JOBS4 *Gender Neutral*

JOBS4 *LGBTQ+*

JOBS4 *Neuro Diversity*



Community Group Partnership Feature



Waythrough are specialists in mental health, alcohol, drugs and related areas. We launched as an organisation in October 2024 and currently working out the best way to think and talk about our impact in the future.

Our high quality, evidence-based services are designed around the needs of the people we serve.

We know that people and their problems don't fit into neatly labelled boxes. And that finding help can be hard when life gets messy.

Too many people hit dead ends when they need open doors and answers. Our vision is to break down the barriers that stop people getting the support they need to live a life they value. It's a big ask, but one we aren't shy of.

Our promise

To everyone that comes through our doors, we promise:

- Wherever you are now, we won't judge or write you off.
- We'll help you work out who you want to be and where you want to go.
- We'll stick with you until you're ready to move on.

Our values

Our values underpin everything we do – from how we work together through to how we design and deliver services. All our work to fulfil this vision is strengthened by our values.

- Kindness: be generous, caring and compassionate.
- Courage: be bold, trust, commit.
- Respect: everyone deserves dignity.

As a charity we have a legal duty to exist for the public benefit. In everyday terms that means that we're here to help make the world a better place.

As a service provider we work alongside the people we support to create the changes in their lives they want to see.

And through our partnerships, innovation and advocacy, we're striving to change the system which creates some of the challenges in the first place.

What unites these three goals is a focus on impact.

Below are some Humankind and Richmond Fellowship resources which explore and contextualise the impact of our services.

- <https://www.waythrough.org.uk/get-involved/careers/>
- <https://www.waythrough.org.uk/get-involved/volunteering/>
- <https://www.waythrough.org.uk/get-involved/life-experience-council/>
- <https://www.waythrough.org.uk/get-involved/fundraising/>
- <https://www.waythrough.org.uk/get-involved/corporate-partnerships/>





Mini Feature


Berkley Care Group

Think Differently - How Berkley Care Group is Championing Neurodiverse Recruitment & Training

As Neurodiversity Celebration Week comes to a close, it's important to keep the conversation going!

At Diversity Jobs Group, we're proud to highlight Berkley Care Group, a care provider that is thinking differently when it comes to inclusive recruitment and workplace culture. In an article with Caring Times, they discuss:

Developing an inclusive workforce
Retention and recruitment
Strengthening market presence
Operational efficiency
Beyond regulatory compliance
An ongoing commitment

 Read the full article here:





Noteable Dates



Stress Awareness Month 1 – 30 April

World Autism Awareness Day 2 April

International Asexuality Day 6 April

World Health Day 7 April

International Day of Pink 10 April

Passover (Jewish) / Palm Sunday (Christian) 12 April

Vaisakhi (Sikh) 14 April

Good Friday / Easter Sunday 18 / 20 April

Earth Day / Stephen Lawrence Day 22 April

Lesbian Visibility Day 26 April

World Day for Safety and Health at Work 28 April

